

**Housing & Communities Directorate
Equality and Diversity Action Plan 2018-19
Last updated July 2018**

Target	Action	Responsible Officer	Date Due	Measurable Outcomes	Progress	RAG
Performance Area 1 - Knowing your Communities						
Continue to analyse Boscombe and West Howe demographics and satisfaction	Update strategic assessments at regular intervals Continue with boosted sample of BOS for both communities.	K Ansell	Bi annually	Use the analysis to track achievements and amend objectives / activity as appropriate	Ongoing work	G
Improved understanding of usage of parks and volunteering in parks	Bournemouth Parks Foundation to initiate a project to co-ordinate, train and lead volunteers from various backgrounds working within a roaming horticultural maintenance team across urban parks in central Bournemouth and Boscombe: - <ul style="list-style-type: none"> • Knyveton Gardens, • Shelley Gardens, • Churchill Gardens, • Boscombe Chine Gardens 	C Farrer	September 2019	Measurable improvements in outcomes for mental health, wellbeing and the natural environment in urban Bournemouth. Measure volunteer activity outcomes	Parks in Mind Project Officer recruited.	G

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Performance Area 2 - Leadership, partnership and organisational commitment						
Improve physical activity and participation in sport in our deprived areas	Bournemouth is a priority area for investment in sport and we will work with Sport England to develop facilities that will help increase participation and activity of residents	M Rowland		Complete Littledown and Townsend playground developments. Support Fernheath Sports in funding bid to the Football Foundation to develop new pavilion.	Littledown playground has been funded and designed - going to Procurement. A bid has been submitted to Football Foundation for Fernheath pavilion development	G
ICCM Charter for the Bereaved - Retain Gold Standard Crematorium & Cemeteries	Manage the crematorium to comply with all legislation and ensure the ICCM Charter for the Bereaved objectives are met.	L Barker	Ongoing	Gold Standard is retained. Areas for all faith /non-faith groups maintained and facilities remain DDA compliant		G
Reconnect rough sleepers without a local connection	Fund two additional outreach workers who will work with this disenfranchised group in order to support getting them off the streets.	C Roundhill	Ongoing	Reduce number of rough sleepers without a local connection		G
Develop and implement a Homelessness Strategy delivery plan to drive forward the key objectives	Monitor progress of actions through Homelessness Strategy Group Maximise opportunities for additional funding to facilitate the delivery of the action plan.	C Roundhill	March 2019	All actions items for 18/19 allocated at Homelessness Strategy Group progressing within timescales.		G

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Supporting regeneration in the most deprived areas of Bournemouth (Boscombe)	<p>Co-ordinate the work of the Boscombe Regeneration Partnership and Board (BRPB) to achieve outcomes in the areas of Health, Environment, Crime, Housing, Economy and Young People.</p> <p>Through these groups deliver the aims and objectives set out in the Boscombe Commitment document,</p>	K Ansell	Ongoing	<p>In addition to the full range of indicators reported through the Boscombe Regeneration Board:</p> <p>Support Boscombe Businesses</p> <p>Raise awareness of and support for Boscombe Regeneration.</p>		G
Supporting regeneration in the most deprived areas of Bournemouth (West Howe)	<p>Co-ordinate the work of the West Howe Regeneration Partnership and Board (WHRPB), delivering aims and objectives across the three themes of Skills, Finances and Place, responding to the range of issues set out in the area assessment. A full set of indicators are reported to the WHRPB)</p>	K Ansell	Ongoing	<p>In addition to the full range of indicators reported through the West Howe Regeneration Board:</p> <p>Increase community engagement.</p> <p>Support funding bids for West Howe groups.</p>		G
Progress the recommissioning of the Healthwatch and Help with Health Complaints contracts	<p>Manage the joint Bournemouth, Dorset and Poole contracts for help with NHS complaints and local Healthwatch - the consumer voice for health and social care</p>	K Ansell		<p>A new contract in place delivered to specification and performance indicators delivered within timescales</p>		G





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Performance Area 3 - Involving your communities						
Safe and accessible Community centres available to all	Support community associations to manage the nine community centres across the town, providing a range of accessible social, cultural, health and educational opportunities in well maintained buildings.	K Ansell	Ongoing	Buildings in compliance with all statutory responsibilities		G
Increased Community engagement	Encourage community engagement and facilitate the engagement of local communities in the improvement of their areas.	K Ansell	Ongoing	Maintain or increase the number of people participating in action group / resident group meetings. Support the new Neighbourhood Forums		G
Increase participation in the voluntary and community sector	Support and develop the voluntary and community sector through governance and funding advice and support to new, emerging and established groups.	K Ansell	March 2019	Number of different groups supported in excess of 100 per year		G
Develop Heritage / Culture Strategy and Conservation Appraisal / Management Plan	Work with Planning to develop Conservation and Heritage / Culture strategies for Boscombe	K Ansell		Heritage / Culture Strategy agreed and Conservation Appraisal / Management Plan approved		
Deliver the Heart of West Howe project	Delivery of range of projects funded by the HLF to celebrate West Howe's history	K Ansell	Ongoing	Events held in West Howe throughout the year.		


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Establish volunteer run café in Winton Rec	Re-open Winton toilets Refurbish Winton Rec	M Rowland	March 2019	Increased access to wider community groups Increased participation in voluntary sector Funds generated to invest in public parks	Bournemouth Parks Foundation have moved into Winton Play hut. Bid has been submitted to Talbot Village Trust for refurbishment/development costs	A
Deliver BH Coastal Lottery	Delivery of BH Coastal lottery and supporting good causes in Bournemouth	K Ansell		Number of good causes signed up and the number of good causes benefitting from the 'grants pot'.		
Performance Area 4 - Responsive Services and Customer Care						
Improved access to facilities at Slades Farm	Slades Farm Plan - complete pavilion refurbishment project in partnership with Active Dorset.	P Mitchell	Autumn 2018	Stage one development	Building is in place. Internal fitting design is in progress.	G
Carry out appropriate improvements as part of Stour Valley Masterplan	Develop the Stour Trail through Millhams Mead, install route signage throughout the trail and develop marketing materials Stour Valley Nature Park - development of Hicks Farm Heritage Enterprise project and commence building restoration	M Rowland	Autumn 2018	Signage in place throughout trail Building restoration in progress	Signage is ordered and being fitted in autumn 2018. The Heritage Enterprise Project to inform stage 1 HLF Restoration bid.	G

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Implement masterplan to include improved access at Horseshoe Common	Develop project for Horseshoe Common - Entrances, Paths and Skate facilities.	M Sexton	Autumn 19	Planning application approved Entrances in place	Heathland mitigation project to improve entrances submitted to Natural England	A
Improved access at Woodpecker Café in Queens Park	Refurbish and develop Queens Park pavilion, including first floor function room fit out, office relocation and café relocation to ground floor.	M Rowland	Scheme subject to available funding	Improve access standards. Increase quality and quantity of space available for catering and functions. Improve community access to cafe.	First floor complete. Potential office relocation to Winton identified.	G
Develop plans for new AFC Bournemouth stadium	Work with AFC Bournemouth, Bournemouth Athletics Club and community groups to achieve satisfactory stadium development plans	P Mitchell	tbc	Planning application developed with wide agreement from community	Awaiting AFC Bournemouth to progress planning performance agreement	A
Manage placements through the Syrian Refugee Resettlement programme	Maintain systems and joint working to manage placements through the Syrian Refugee Resettlement programme	L Mealings		Well managed placements and integration of households in community	Third property identified. Waiting on third and final family allocation from the Home Office	G
Ensure that services are accessible to all customers and barriers are removed	Establish links with community groups, voluntary groups and statutory agencies to overcome barriers.	S Doran	December 2018	Links established with community groups, voluntary groups and statutory agencies.	Continuing to establish links with local groups	A

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Adaptations Programme to support individuals within their homes	Carry out adaptations to Council and Privately Owned Homes funded through the HRA and DFG's respectively	S Percival	Ongoing	Allowing individuals to remain longer within their homes by carrying out adaptations which are suitable and sufficient for their needs		G
Performance Area 5 - A Skilled and Committed Workforce						
New apprenticeships and workplace trainees across Housing and Communities	Create apprenticeships and/or traineeships in all activities where appropriate.	All areas Housing and Communities	Ongoing	Apprenticeships and traineeships created. Workplace trainees in place	At least 6 are planned within Housing Technical this year	G
All frontline staff trained in safeguarding	Ensure all front-line staff are trained to recognise safeguarding concerns and make appropriate referrals.	All areas Housing and Communities		All staff trained and appropriate referrals being made.		G
Ensure the Service Unit fully supports the Council in its equality and diversity work.	Staff trained in equality and diversity	All areas Housing and Communities		All staff have undertaken training as agreed by council standards		G

Key:

-  **RED** - Serious challenge, remedial action required, out of tolerance.
-  **AMBER** - Some challenges, mitigating action in place, within tolerance.
-  **GREEN** - On target.
-  **WHITE** - Not started.

 BLUE - Completed.

 BLACK - Cancelled.

Equality Objectives ([Better for All Strategy](#))

Bournemouth Borough Council has nine Equality Objectives for 2017 - 2019:

- 1. Improve choice and satisfaction for service users*
- 2. Provide affordable housing in partnership with stakeholders*
- 3. Improve the life chances of young people in Bournemouth*
- 4. Improve health and wellbeing by reducing health inequality*
- 5. Improve accessibility to services and public spaces*
- 6. Improve people's feeling of safety by reducing both isolation and the fear of anti-social behaviour*
- 7. Use our community leadership role to minimise and prevent extremism*
- 8. Increase community engagement and involvement in decision making*
- 9. Increase equality of outcomes through inclusive growth*

